

THE RELATIONSHIP OF EMPLOYEE POTENTIAL, EMPLOYEE COMPETENCE AND WORK MOTIVATION WITH PERFORMANCE OF EMPLOYEES IN THE PUBLIC WORKS AND PEOPLE'S HOUSING DEPARTMENT JAMBI PROVINCE

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ABSTRACT

This study aims to test the hypothesis of the relationship between potential, employee competence and work motivation with employee performance at the Public Works and Public Housing (PUPR) Jambi Province. This research is a quantitative research with survey method. The sampling technique used a probability sampling technique with a sample size of 42 PUPR employees. Hypothesis testing using correlation analysis with a significance level of $\alpha = 0.05$. Data Result This research concludes that either partially or simultaneously there are: 1). There is a direct relationship between employee potential (X1) and Employee Performance (Y) with a correlation coefficient of 0.73. 2) a direct relationship between employee competence (X2) and employee performance (Y) with a correlation coefficient of 0.83. 3) a direct relationship between work motivation (X3) and employee performance (Y) with a correlation coefficient of 0.53. 4) there is a simultaneous direct relationship between employee potential (X1), employee competence (X2), and work motivation (X3) with employee performance (Y), with an Fcount of 68.89 and Ftable of 4.01 with a correlation coefficient ($R_{x1x2x3Y}$) of 0.883. The implication of this research is that based on the results of the analysis, it is known that from the two structural models studied, in the first model, namely employee performance as an endogenous variable, competence is the dominant factor that affects employee performance when compared to work motivation. In structural model 2 which places employee potential as an endogenous variable, it is known that employee performance is the dominant factor, then competence and finally work motivation. Based on these findings, the priority of improving employee performance can be done through increasing potential, employee competence and work motivation.

Keywords: *Employee Potential, Employee Competence, Work Motivation, Employee Performance*

INTRODUCTION

Employee performance is the work achieved by a person in carrying out the tasks assigned to him to achieve work targets. Employees can work well if they have high performance so that they can produce good work. Employee performance is one of the determining factors for the success of an organization or organization in achieving its goals. Performance improvement cannot be realized if there is no good management or management, which can encourage efforts institutional efforts to improve performance. Pangastuti (2008:28) reveals "that performance management efforts are aimed at encouraging performance in achieving the highest level of the organization". For this reason, the performance of employees must receive attention from

organizational leaders, because declining performance of employees can affect the overall performance of the organization.

Human resource development that can only be achieved by humans in an organization will increasingly be placed in a steady place where the human dimension is one of the main dimensions in the organization. The HR management function in its implementation requires continuous efforts based on scientific methods, as well as guided by the skills needed in the organization. Moreover, a leader of a higher education institution as a result of the intense competition among similar universities.

Each individual is required to be able to work effectively and efficiently and be able to show good quality and quantity of work so that the competitiveness of the organization's organization is getting better. This must be fulfilled considering that the purpose of human resource development is not only to improve the technical, theoretical, conceptual and moral abilities of individuals in the context of better work performance and results but for the progress of the institution as a whole. Development and development of human resources is a formal and conceptual means. Education is a system that is interrelated with various components and at the same time as a conscious effort to mature humans in various aspects. Performance has management governance in order to establish relationships and ensure effective communication. Performance management focuses its attention on governance to get the organization, managers and workers to succeed. Performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction, and contributes to the economy. Thus, performance is about doing the job and the results achieved from that work. Performance is about what is done and how to do it (Wibowo: 2014:7), The performance of individuals, teams, or organizations can achieve goals as expected, but may also not achieve expectations. Improvements to performance must be made because the work performance achieved is not as expected. By improving performance, it is hoped that future organizational goals can be achieved even better. Edy Sutrisno said that in general, performance is defined as a person's success in carrying out a job (Edy Sutrisno: 2015: 170)

METHOD

Research methods Validity test According to (Sugiyono, 2015) Validity test is a level of accuracy between the data that actually happened with the data collected by the researcher. Reliability Test According to (Sugiyono, 2015) Reliability test is a measure of the extent to which measurement results using the same object will produce consistent values over time. Correlation Coefficient (R) The correlation coefficient (R) is used to determine the strength of the influence between the independent variable and the dependent variable. The greater the value of R, the more precise the regression model used, because the total variation can explain the dependent variable. Coefficient Determination (R²) Multicollinearity occurs when the R² value generated by an empirical regression model is very high, but individually many independent variables do not significantly affect the dependent variable. Model Accuracy Test (Test – F) The F test shows whether all the independent or independent variables included in the model have a joint influence on the dependent variable as seen from the significance level < 0.05. Partial Significance Test (Test - t) The t-test is used to determine the overall effect of each independent variable on the dependent variable (Sugiyono, 2015).

RESULT AND FINDINGS

The results of this study present the data in the frequency distribution table, central tendency (central tendency) which includes: the highest score, the lowest score, the average (mean), the value that often appears in the respondent's answer (mode), the mean (median), standard deviation (standard deviation) and histogram graph.

A. Variabel Potensi Karyawan (X₁)

The results of the Frequency Distribution Range (R) = 129 - 70 = 59 Number of Classes (K) = $1 + 3.3 \log 42 = 6.4$ rounded up to 6 Interval Class Length (p) = $59/6 = 9.8$ rounded up to 10, The data from the next research are made in a frequency distribution list with many classes of intervals 6 and interval lengths of 10. The distribution of the data is presented in the following frequency distribution table 1.1 Variable Frequency Distribution Table Potential Employees (X₁)

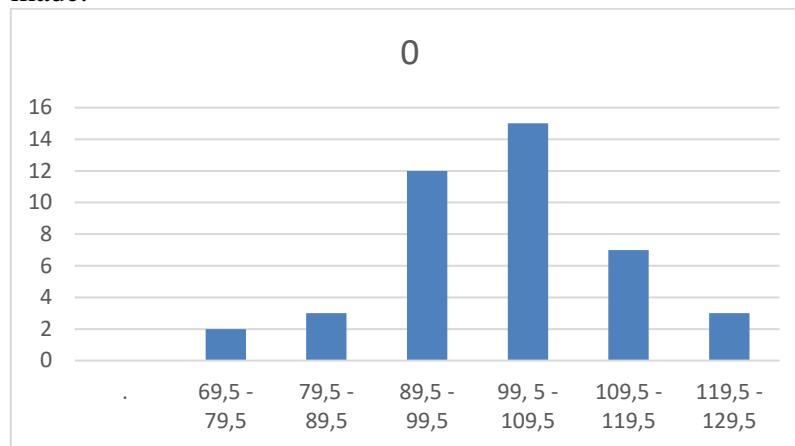
table 1.1 Variable Frequency Distribution Table Potential Employees (X₁)

No	Kls	Xi	fi	Xi ²	fiXi	fiXi ²	F _{kum}	Fr
1	70 - 79	72	2	5184	144	10368	2	4,76
2	80 - 89	83,33	3	6943,889	249,99	20831,67	5	7,14
3	90 - 99	92,58	12	8571,056	1110,96	102852,7	17	28,57
4	100 - 109	111,13	15	12349,88	1666,95	185248,2	32	35,71
5	110 - 119	114	7	12996	798	90972	39	16,67
6	120 - 129	125,67	3	15792,95	377,01	47378,85	42	7,14
			42		4261	457651,3		100

Based on table 1.1 it can be seen that there are 17 respondents (40.47%) under the interval class which contains the average score, 15 respondents (35.71%) are in the interval class which contains the average score, and 10 respondents (23,81%) is above the interval class containing the average score, The calculation of descriptive statistics of the mean, median and mode of the Employee Potential variable (X₁) manually the results are the same as the calculation of the SPSS 26.00 program rocky as follows:

Statistics		
Potensi_Karyawan		
N	Valid	42
	Missing	0
Mean		101.45
Median		98.17
Mode		109.14
Std. Deviation		13.333
Variance		177.766
Range		59
Minimum		70
Maximum		129
Sum		4261

Based on the basic calculation of the frequency distribution, a histogram graph can be made:



B. Employee Competence Variable (X2)

The based on Frequency Distribution table, Range (R) = $132 - 75 = 57$ Number of Classes (K) = $1 + 3.3 \log 42 = 6.4$ rounded up to 6 Interval Class Length (p) = $57/6 = 9.5$ rounded up to 10, The data from the next research are made in a frequency distribution list with many classes of intervals 6 and interval lengths of 10. The distribution of the data is presented in the following frequency distribution table:

**Table 1.2 Variable Frequency Distribution Table
Employee Competence (X2)**

No	Kls	Xi	fi	Xi ²	fiXi	fiXi ²	F _{kum}	Fr
1	75 -84	79,5	2	6320,25	159	12640,5	2	4,76
2	85 – 94	89,5	4	8010,25	358	32041	6	9,52
3	95 – 104	99,38	13	9876,384	1291,94	128393	19	30,95
4	105 – 114	108,75	16	11826,56	1740	189225	35	38,10
5	115 – 124	94,4	5	8911,36	472	44556,8	40	11,90
6	125 – 134	129	2	16641	258	33282	42	4,76
			42		4401	440138,3		100

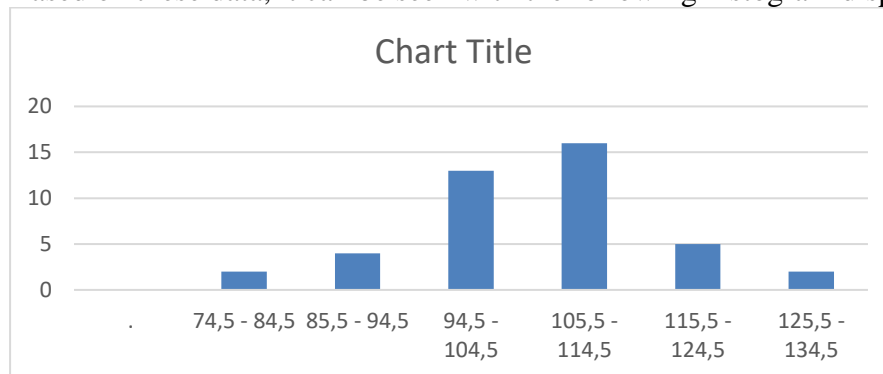
Based on table 1.2 it can be seen that there are 19 respondents (45.23%) under the interval class which contains the average score, 16 respondents (38.10%) are in the interval class which contains the average score, and 7 respondents (16 ,66%) is above the interval class containing the average score. Based on the calculation of the size of the central tendency of the employee competency variable (X2), the following scores were obtained, the number of respondents was 42, they had a theoretical score range of 33 - 165. The empirical score range obtained the lowest score of 75 and the highest score of 132 with a score range of 57. The average score was 104 .79, median of 105.75 mode of 105.146 and standard deviation of 10.12. The distribution of the scores of respondents who were given the employee competency variable questionnaire (X2) has a relatively normal distribution because the position of the average score of 104.79 and the median of 105.75 tends to be in the fellowship point position and the average score

of the employee competency variable (X2) obtained is at median class. The calculation of descriptive statistics of the mean, median and mode of employee competency variables (X2) manually the results are the same as the SPSS 26 program rock calculations as follows:

Statistics		
Kompetensi_Karyawan		
N	Valid	42
	Missing	0
Mean		104.79
Median		105.75
Mode		105.146
Std. Deviation		10.12
Variance		130.904
Range		57
Minimum		75
Maximum		132
Sum		4401

a. Multiple modes exist.
The smallest value is
shown

Based on these data, it can be seen with the following histogram display :



C. Work Motivation Variable (X3)

The Result Range (R) = $136 - 71 = 65$ Number of Classes (K) = $1 + 3.3 \log 42 = 6.4$ rounded up to 6 Interval Class Length (p) = $65/6 = 10.8$ rounded up to 11, Based on the data from the next research, it is made into a frequency distribution list with many classes of 6 intervals and 11 lengths of intervals. The distribution of the data is presented in the following frequency distribution table:

Table 1.3 Variable Frequency Distribution Table
Work Motivation (X3)

No	Kls	Xi	fi	Xi ²	fiXi	fiXi ²	F _{kum}	Fr
1	71 -81	75,5	2	5700,25	151	11400,5	2	4,76
2	82 - 92	88,2	5	7779,24	441	38896,2	7	11,90

3	93 -103	99,25	12	9850,563	1191	118206,8	19	28,57
4	104 -114	109,8	15	12056,04	1647	180840,6	34	35,71
5	115 -125	118,5	6	14042,25	711	84253,5	40	14,29
6	126 - 127	132,5	2	17556,25	265	35112,5	42	4,76
			42		4406	468710,1		100

Based on the calculation of the size of the central tendency of the Work Motivation variable (X3), the following scores were obtained, the number of respondents was 42 people, they had a theoretical score range of 34 - 170. The empirical score range obtained the lowest score of 71 and the highest score of 136 with a score range of 65. The average value was 104.90, the median is 104.97, the mode is 106.25 and the standard deviation is 12.59. The distribution of scores of respondents who were given a questionnaire on the Work Motivation variable (X3) has a relatively normal distribution because the position of the average score of 104.90 and the median of 104.97 tends to be in the position of the fellowship point and the average score of the Work Motivation variable (X3) obtained is at median class. The calculation of descriptive statistics of the mean, median and mode of Work Motivation variable (X3) manually the results are the same as the calculation of the SPSS 26.0 program as follows:

Statistics

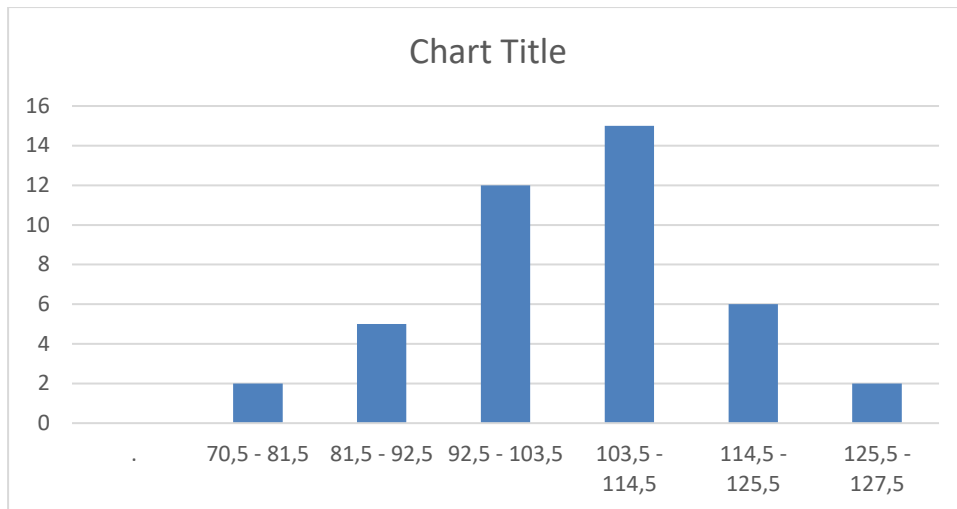
Motivasi_Kerja

N	Valid	42
	Missing	0
Mean		104.90
Median		105.50
Mode		103 ^a
Std. Deviation		13.046
Variance		170.186
Range		65
Minimum		71
Maximum		136
Sum		4406

a. Multiple modes exist.

The smallest value is shown

Based on these data, it can be seen with the following histogram display:



D. Employee Performance Variables (X4)

The for as Frequency Distribution Range (R) = $136 - 73 = 63$ Number of Classes (K) = $1 + 3.3 \log 42 = 6.4$ rounded up to 6, Interval Class Length (p) = $63/6 = 10.5$ rounded up to 11, The data from the next research are listed in a frequency distribution list with many classes of 6 intervals and 11 lengths of intervals. The distribution of the data is presented in the following frequency distribution table:

Table 1.4 Table of Frequency Distribution of Employee Performance Variables (Y)

No	Kls	X_i	f_i	X_i^2	$f_i X_i$	$f_i X_i^2$	F_{kum}	Fr
1	73 - 83	78,33	3	6135,589	234,99	18406,77	3	7,14
2	84 - 94	91,6	5	8390,56	458	41952,8	8	11,90
3	95 - 105	101,17	12	10235,37	1214,04	122824,4	20	28,57
4	106 - 116	111,07	15	12336,54	1666,05	185048,2	35	35,71
5	117 - 127	120,4	5	14496,16	602	72480,8	40	11,90
6	128 - 138	132,5	2	17556,25	265	35112,5	42	4,76
			42		4440	475825,5		100

The Based on calculation of the central tendency measure of the Employee Performance variable (Y) the following scores were obtained, the number of respondents 90 people they had a theoretical score range of 34 - 170. The range of empirical scores obtained the lowest score of 71 and the highest score of 136 with a score range of 63. The average value was 105 ,71, median of 107,7 mode of 108,04 and standard deviation of 12,53 The distribution of scores of respondents who were given the Employee Performance variable questionnaire (Y) has a relatively normal distribution because the position of the average score is 105.71 and the median of 107.7 tends to be at the common point position and The average score of the Employee Performance variable (Y) obtained is the same as the median class. The calculation of descriptive statistics of the mean, median and mode variable of Employee Performance (X4) manually the results are the same as the calculation of the SPSS 26.0 program as follows:

Statistics

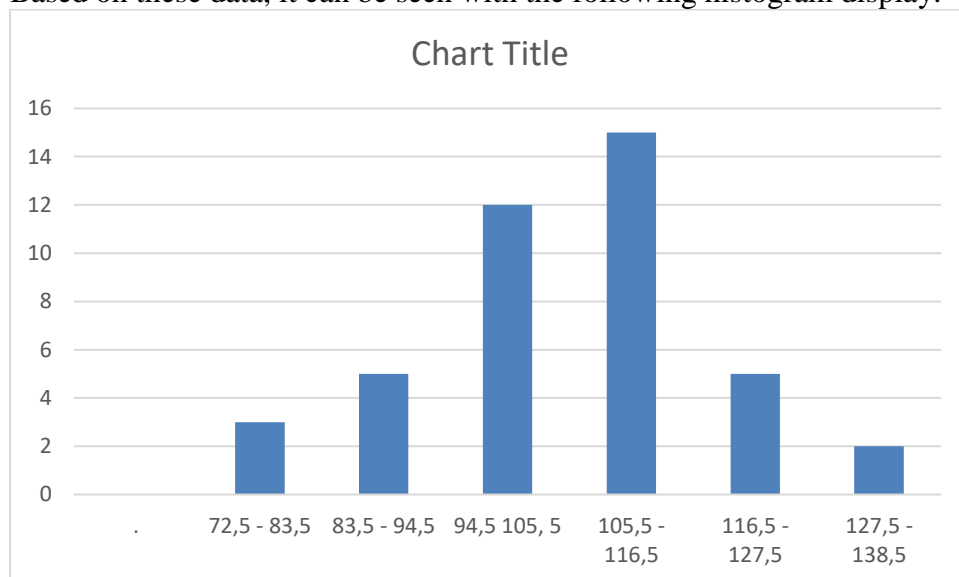
Kinerja_Karyawan

N	Valid	42
	Missing	0
Mean		105.71
Median		107.00
Mode		109 ^a
Std. Deviation		12.862
Variance		165.429
Range		63
Minimum		73
Maximum		136
Sum		4440

a. Multiple modes exist.

The smallest value is
shown

Based on these data, it can be seen with the following histogram display:



Based on the test results that have been described that there is a relationship between Employee Potential (X1) and Employee Competence (X2) with Employee Performance (Y). The full description is as follows:

1. Relationship of Employee Potential with Employee Performance

The first hypothesis testing concludes that there is a significant positive relationship between Employee Potential and Employee Performance as indicated by the correlation coefficient value of the Employee Potential variable with Employee Performance ($r_{(X_1 Y)} = 0.73$) in the correlation interpretation table located at the interval $0.70 - < 0.90$ decisions have a strong/high relationship. The level of closeness of the variable of Employee Potential (X1) with Employee Performance (Y) is strong/high. To see the significance of the hypothesis testing criteria, H_0 is rejected if the value of $t_{count} > t_{table}$, and H_1 is accepted if the value of $t_{count} < t_{table}$. Based on the results of manual data analysis, the value of $t_{count} = 6.32$, $t_{table} = 2.021$, then $t_{count} > t_{table}$ ($6.32 > 2.021$) then H_a is accepted, meaning that there is a positive and significant relationship

between Employee Potential (X1) and Employee Performance (Y).) is acceptable because it has been verified.

The pattern of the relationship between these two variables is expressed by the equation $Y = 107.71 + 0.21 X1$. This equation provides information that any change in Employee Potential can result in a change in Employee Performance of 0.21 at a constant of 107.71. The result of this analysis is that the simple correlation between Employee Potential and Employee Performance is very high, meaning the better the Employee Potential. Then it's even better Employee performance. And vice versa, the lower the potential of the employee, the lower the employee's performance.

From the statistical explanation above, it can be seen that between Employee Potential (X1) and Employee Performance (Y) there is a positive and significant relationship with a high level of closeness, as well as partially if the Employee Competence variable (X2) remains. This data supports that strong employee potential will result in higher employee performance, and vice versa. The relationship of employee potential to employee performance is positive, this can be seen from the correlation coefficient of 0.73 so the stronger the Employee Potential in the employee, the employee's performance will increase. For organizations, employees are an asset that must be continuously developed. The development objectives are to increase performance productivity, improve efficiency, provide career opportunities, or to discover employee potential. HR development strategies in companies need to be carried out, especially in the current era of globalization. Human resource development is an effort that can be done by organizations to form quality human beings with skills, work abilities and work loyalty to an organization. The results of this study strengthen the results of research from Khan, et al (2011), Sabri, et al (2011), and Emami, et al (2012), which shows evidence of a significant positive relationship between potential employees and job satisfaction. The results of this study also strengthen the opinion of Schuler, Dowling, Smart and Huber (1992:16) who define human resources in the following formulation: Human Resource Management (HRM) is the recognition of the importance of an organization's workforce as vital human resources contributing to the goals of the organization, and the utilization of several functions and activities to ensure that they are used effectively and fairly for the benefit of the individual, the organization, and society'. Where the statement can be translated as follows: human resources is an acknowledgment of the importance of the organization's workforce as a human resource that is very important in contributing to organizational goals, and the use of several functions and activities to ensure that human resources are used effectively and fairly for the benefit of individuals, organizations and society. Swasto (2013: 23), suggests the ability to show the potential of people to carry out tasks or jobs. Ability is closely related to the physical and mental abilities that people have to carry out work. According to data from the Central Statistics Agency (BPS), in 2016 the millennial generation has contributed 38.8% to the total workforce in Indonesia. This number will increase with the hope that the Indonesian economy will be able to continue to grow. In this case, of course, a way is needed to explore the best potential of the existing millennial employees. According to the book "Lead Or Leave It!" There are several ways to discover potential in employees. The first way that can be done is to encourage them to convey their creative and innovative ideas. Loyalty to self-interest is the main point to remain able to synergize with the company. Furthermore, the ideas that have been submitted are given a touch of modification. The intelligence of employees who are known to be very creative and innovative, not all ideas can be implemented. With modifications, all ideas are not simply thrown away, but still get appreciation so that their potential grows. Not the other way around who often turn off their thinking

because the idea is not realistic or not right. The Third Way is to provide them with feedback. This step has the aim that the younger generation continues to be enthusiastic with high work motivation. The existence of feedback makes the millennial generation you lead able to learn to understand themselves, while maintaining their self-esteem. Although most companies have conducted employee assessments every year, this is not enough. Employees need immediate self-assessment to be improved and improved.

2. Employee Competence Relationship with Employee Performance

Testing the second hypothesis concluded that there was a significant positive relationship between Employee Competence and Employee Performance as indicated by the correlation coefficient value of the Employee Competence variable with Employee Performance ($r_{(X_2 Y)} = 0.83$) in the correlation interpretation table located at the interval $0.70 - < 0.90$ decisions have a strong/high relationship. The level of closeness of the variable Employee Competence (X_2) with Employee Performance (Y) is strong/high. To see the significance of the hypothesis testing criteria, H_0 is rejected if the value of $t_{count} > t_{table}$, and H_1 is accepted if the value of $t_{count} < t_{table}$. Based on the results of manual data analysis, the value of $t_{count} = 9.41$, $t_{table} = 2.021$, then $t_{count} > t_{table}$ ($9.41 > 2.021$) then H_a is accepted, meaning that there is a positive and significant relationship between Employee Competence (X_2) and Employee Performance (Y) is acceptable because it has been verified.

The pattern of the relationship between these two variables is expressed by the equation $Y = 41.04 + 0.61 X_1$. This equation provides information that each change in one unit of Employee Competence can result in a change in Employee Performance of 0.61 at a constant of 41.04. The result of this analysis is that the simple correlation between Employee Competence and Employee Performance is very high, meaning the better the Employee Competence. Then the better the employee performance. And vice versa, the lower the employee's competence, the lower the employee's performance. From the statistical explanation above, it can be seen that between Employee Competence (X_2) and Employee Performance (Y) there is a positive and significant relationship with a fairly strong level of closeness, as well as partially if the Employee Potential variable (X_1) remains then Employee Competence (X_2) has a positive and significant relationship with Employee Performance (Y). The results of this study strengthen the results of research from Anita Christine Runtu Jantje Mandey Martha Ogotan. This is in line with the opinion of Becker and Ulrich in Suparno (2005:24) that competency refers to individuals, knowledge, skills, ability or personality characteristics that directly influence job performance. That is, competence contains aspects of knowledge, skills (skills) and abilities or personality characteristics that affect performance. Competence according to Spencer & Spencer in Palan (2007) is a basic characteristic possessed by an individual that is causally related in meeting the criteria needed to occupy a position. Competence consists of 5 types of characteristics, namely motives (consistent will as well as a cause of action), innate factors (consistent character and response), self-concept (self-image), knowledge (information in a particular field) and skills (ability to carry out tasks).).

Human resources (HR) is one of the valuable business assets. If HR asset management is not carried out properly, there will be a tendency to change places of work. Employees who decide to leave their jobs are known as turnover. There are many factors that influence turnover intention (intention). These factors include the level of commitment, employee performance, trust, respect, management support, career development and fairness, as well as working conditions and improvements. In this study, researchers highlight two factors that can influence turnover intentions, namely organizational commitment and employee performance.

3. The Relationship between Work Motivation and Employee Performance

Testing the third hypothesis concluded that there was a significant positive relationship between Work Motivation and Employee Performance as indicated by the correlation coefficient value of the Work Motivation variable with Employee Performance ($r_{(X_2 Y)} = 0.53$ in the correlation interpretation table located at the interval $0,40 - < 0,70$ decisions have a moderate/fair relationship. The level of closeness of the variable of Work Motivation (X_3) with Employee Performance (Y) is moderate/enough. To see the significance of the hypothesis testing criteria, H_0 is rejected if the value of $t_{count} > t_{table}$, and H_1 is accepted if the value of $t_{count} < t_{table}$. Based on the results of data analysis manually obtained the value of $t_{count} = 3.95$ t_{table} value = 2.021, then $t_{count} > t_{table}$ ($3.95 > 2.021$) then H_a is accepted, meaning that there is a positive and significant relationship between Work Motivation (X_3) and Employee Performance (Y) can be accepted because verified.

The pattern of the relationship between these two variables is expressed by the equation $Y = 88.79 + 0.16 X_3$. This equation provides information that each change in one unit of Work Motivation can result in a change in Employee Performance of 0.16 at a constant of 88.79. The result of this analysis is that the simple correlation between work motivation and employee performance is very high, meaning the better the work motivation. Then the better the employee performance. And vice versa, the lower the work motivation, the lower the employee performance. From the statistical explanation above, it can be seen that between Work Motivation (X_3) and Employee Performance (Y) there is a positive and significant relationship with a fairly strong level of closeness, as well as partially if the Work Motivation variable (X_1) remains, it has a positive and significant relationship. significant with Employee Performance (Y). The results of this study strengthen the results of research from Anita Christine Runtu Jantje Mandey Martha Ogotan. This is in line with the opinion of Becker and Ulrich in Suparno (2005:24) that competency refers to individuals, knowledge, skills, ability or personality characteristics that directly influence job performance. That is, competence contains aspects of knowledge, skills (skills) and abilities or personality characteristics that affect performance. Competence according to Spencer & Spencer in Palan (2007) is a basic characteristic possessed by an individual that is causally related in meeting the criteria needed to occupy a position. Competence consists of 5 types of characteristics, namely motives (consistent will as well as a cause of action), innate factors (consistent character and response), concepts self (self-image), knowledge (information in a particular area) and skills (ability to carry out tasks).

Human resources (HR) is one of the valuable business assets. If HR asset management is not carried out properly, there will be a tendency to change places of work. Employees who decide to leave their jobs are known as turnover. There are many factors that influence turnover intention (intention). These factors include the level of commitment, employee performance, trust, respect, management support, career development and fairness, as well as working conditions and improvements. In this study, researchers highlight two factors that can influence turnover intentions, namely organizational commitment and employee performance.

4. Relationship of Employee Potential, Employee Competence and Work Motivation together with Employee Performance

The fourth hypothesis testing concludes that there is a significant positive relationship between Employee Potential and Employee Competence with Employee Performance as indicated by the correlation coefficient value of the Employee Potential variable and work commitment with Employee Performance ($R_{(X_1 X_2 X_3 Y)} = 0.883$ in the correlation interpretation table lies in interval $0.90 - < 1.00$ the decision has a very

strong/high relationship. The level of closeness of the variables of Employee Potential (X1), Employee Competence (X2) and Work Motivation (X3) with Employee Performance (Y) is very strong/high. To see the significance of the hypothesis testing criteria, H_0 is rejected if the value of $F_{count} > F_{table}$, and H_1 is accepted if the value of $F_{count} < F_{table}$. Based on the results of manual data analysis, $F_{count} = 68.89$ $F_{table} = 4.09$, then $t_{count} > t_{table}$ ($68.89 > 4.09$) then H_a is accepted, meaning that there is a positive and significant relationship between Potential Employees (X1), Employee Competence (X2) and Work Motivation (X3) with Employee Performance (Y) can be accepted because the truth is proven.

The amount of the variable contribution of Employee Potential, Employee Competence and work motivation together on Employee Performance is known by squaring the value of the coefficient of determination obtained by 77.97%. This statistic gives an understanding that 77.98% of the variation of changes in Employee Performance is determined by Employee Potential, Employee Competence and work motivation together with the pattern of functional relationships as shown by the regression equation above, this means that if all PUPR employees in Jambi Province are measured about Employee Potential, Employee Competence and work motivation together with Employee Performance, then 77.97% variation of the three variables will be normally distributed and follow the correlation pattern of Employee Potential, Employee Competence and work motivation together with Employee Performance. The results of the study indicate that there is a significant effect of Employee Potential, and Employee Competence together have an effect on Employee Performance. This is indicated by the results of the test with the F test, the F_{count} value = 68.99 with the F table value at a significance of 5% is = 4.09. The results of the multiple regression test show that the coefficient of determination (R^2) is = 0.7797 or 77.97%. The value of the coefficient of determination shows the effective contribution of the three independent variables to the dependent variable. The effective contribution means that employee potential, employee competence and work motivation affect 77.97% of employee performance while the remaining 22.03% is influenced by other variables not examined in this study. From the results of the t-test analysis, it is known that the Employee Competence variable in this study has the most dominant relationship compared to other variables on Employee Performance. This indicates that Employee Performance is more dominantly influenced by Employee Competence in the Jambi Province PUPR Service, but also does not forget to be influenced by Employee Potential, and Work Motivation. Employee competence greatly influences the behavior of organizational members, because the value system and employee performance can be used as a reference for human behavior in organizations that are oriented towards achieving the goals or performance results set, so that if employee competencies are good, it is not surprising that organizational members are people good and quality too.

Thus, Employee Competence is related to Employee Performance. The most dominating Employee Competency Indicator is that employees always pay attention to all things in detail so that the services produced have good and maximum quality. This shows that when an employee is able to pay attention in detail to the products they produce, then at that time the existence of culture is felt by employees and it is expected that their behavior is in accordance with that culture so that later it will be able to improve their performance.

The results of this study support the results of research by Taurisa and Ratnawati (2012) and Djuremi et al (2016) who found empirical results that employee competence has a positive and significant relationship to employee performance. Through Competence Employees are able to determine the identity of a group, in this group is defined as an

organization. Employee Competence as an agreement with members in the organization, thus facilitating the birth of a broader agreement for individual interests. The virtue of Employee Competence is the controller and direction in shaping human attitudes and behaviors that involve themselves in an organizational activity. Individually or in groups, employees will not be separated from Competence. The better the competence of employees in an organization, it will have a relationship with employee performance, so that there is a distinct satisfaction felt by employees in working in the organization.

Employees are an important asset for a government or private institution. Therefore, it needs to be managed properly, because employees are the spearhead of the success of the institution in achieving short-term and long-term goals according to the business plan made by the owner and manager of the institution.

Good employees start from making the right selection according to the needs of government and private institutions at that time. The larger and more complex the work in government and private institutions, of course, requires more expertise from the employees. In addition, the ability of each employee to carry out the duties and functions in the section where they are given responsibility is very important. Because small errors can affect the overall results. Moreover, the error occurred in a very vital part of government and private institutions. This is also in accordance with the results of research A.Khalik, A A Musyaffa, M. Fadhil, that employee engagement compared among age groups, years of service, academic positions, ethnicity, marital status is the same. This means that there is no difference in employee engagement based on the categories above

CONCLUSION

The based on research results, 1). There is a direct relationship between employee potential (X1) and Employee Performance (Y) with a correlation coefficient of 0.73. 2) a direct relationship between employee competence (X2) and employee performance (Y) with a correlation coefficient of 0.83. 3) a direct relationship between work motivation (X3) and employee performance (Y) with a correlation coefficient of 0.53. 4) there is a simultaneous direct relationship between employee potential (X1), employee competence (X2), and work motivation (X3) with employee performance (Y) , with an Fcount of 68.89 and Ftable of 4.01 with a correlation coefficient ($R_{x1x2x3Y}$) of 0.883. The implication of this research is that based on the results of the analysis, it is known that from the two structural models studied, in the first model, namely employee performance as an endogenous variable, competence is the dominant factor that affects employee performance when compared to work motivation. In structural model 2 which places employee potential as an endogenous variable, it is known that employee performance is the dominant factor, then competence and finally work motivation. Based on these findings, the priority of improving employee performance can be done through increasing potential, employee competence and work motivation.

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